



TO: The Honorable Members of the House Labor and Industry Committee

FROM: Alex Halper, Senior Vice President, Government Affairs

DATE: September 29, 2026

RE: **PA Chamber memo: Hold off H.B. 2135 – Workplace Requirements**

The PA Chamber urges you to hold off considering H.B. 2135, which the Committee is scheduled to consider today. This legislation would impose new workplace requirements on employers regarding an employee or prospective employee's condition related to pregnancy, childbirth, or menopause, among other conditions.

We appreciate the intent behind this legislation and focus on individuals managing symptoms from menopause and perimenopause. This legislation, however, is significantly broader and effectively duplicates existing federal and state workplace protections, including under the Pregnant Workers Fairness Act, the Pregnancy Discrimination Act, the Providing Urgent Maternal Protections for Nursing Mothers Act, the Americans with Disabilities Act, and the Pennsylvania Human Relations Act.

Legislation that is similar in purpose to existing law but different in application and detail can create confusion for employees and complicate compliance for employers.

We urge you to hold off consideration of H.B. 2135 and work with stakeholders to address workplace challenges without triggering harmful unintended consequences. Thank you for considering our views on this important matter.

Please contact Alex Halper at ahalper@pachamber.org or 717-645-8730 with questions or to discuss.

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